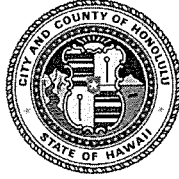


HONOLULU FIRE DEPARTMENT  
**CITY AND COUNTY OF HONOLULU**

636 South Street  
Honolulu, Hawaii 96813-5007  
Phone: 808-723-7139 Fax: 808-723-7111 Internet: www.honolulu.gov/hfd

PETER B. CARLISLE  
MAYOR



February 3, 2011

Mr. David Akina, Chair  
Salary Commission  
530 South King Street, Room 202  
Honolulu, Hawaii 96813

Dear Chair Akina:

We are cognizant of the economic hardship placed on the entire community and the difficulty in making decisions during these times. However, I respectfully request your consideration of creating a compensation package for the Fire Chief, Chief of Police, Deputy Fire Chief, and Deputy Chiefs of Police.

Public safety administrators differ from other department directors, as they were hired by their department as recruits years ago, and over the course of their careers, attained experience and knowledge which propelled them into their current positions. Moreover, their selection as directors and deputy directors included detailed processes, which were conducted by specialized commissions. Other department directors are elected or appointed by the incoming City administration.

A compensation package specific to the Honolulu Fire Department (HFD) and the Honolulu Police Department (HPD) is necessary due to the four-year pay package afforded to fire fighters and police officers. This situation is compounded, as there has been no equitable salary increase for the Chiefs and Deputy Chiefs over the last three years. As a result, subordinates are compensated significantly more than their superiors.

Prior to Deputy Fire Chief Alvin Tomita's retirement in 2009, he reiterated that the Standard of Conduct pay must also be applied to the Fire Chief and the Deputy Fire Chief. As with the HPD, this will provide an equitable base prior to future salary increases. Equalizing incentive benefits is primary, and an identified differential between the Fire Chief and the Deputy Fire Chief should then be explored. This same differential should also separate them from other Excluded Managers (EM).

RECEIVED  
CITY CLERK  
C & C OF HONOLULU  
2011 MAR 9 9:58 AM  
KENNETH G. SILVA  
FIRE CHIEF  
ROLLAND J. HARVEY  
DEPUTY FIRE CHIEF

RECEIVED  
CITY COUNCIL  
HONOLULU, HAWAII  
2011 FEB 15 P 3:57

Mr. David Akina, Chair  
Page 2  
February 3, 2011

The attached pay schedule reflects annual salaries of HFD EMs on July 1, 2010. However, it does not reflect step adjustments that each EM, excluding the Fire Chief and the Deputy Fire Chief, will receive this fiscal year. For example, Assistant Chiefs 1, 2, and 3 will receive an adjustment that will raise their base salary to \$12,026, and with the Standard of Conduct pay, their monthly salary will be \$12,376.

In addition, Battalion Chiefs (BC) who work a 56-hour (Operations) workweek are entitled to overtime (required by the Fair Labor Standard Act) and holiday pay, and BCs who work a 40-hour (bureau) workweek are entitled to Standard of Conduct pay.

An article from the Maui News and a memorandum from Mr. Charles King of the Kauai Salary Commission regarding salary inequities are also attached.

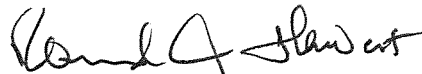
There are 8 subordinates who receive higher annual salaries than the Fire Chief, and 12 subordinates who receive higher salaries than the Deputy Fire Chief. Due to a recent retirement, a BC (highlighted in yellow) will be promoted in early March. His salary will exceed the Fire Chief and the Deputy Fire Chief. However, when the Deputy Fire Chief accepted his promotion in 2010, he experienced a salary inversion (pay reduction).

Over the past 30 years, the HFD has had 9 Fire Chiefs, of which 7 were selected by City administrations. In the last 12 years, 2 Fire Chiefs were selected by the Honolulu Fire Commission, and the HFD was blessed by significant changes, such as obtaining accreditation and two reaccreditation awards and developing a Fire Station Improvement/Renovation Program and a Fleet Replacement Program.

The creation of the Honolulu Fire Commission resulted in positive changes for the HFD. The Honolulu Fire Commission has selected qualified leaders, who operate in a positive environment to make noticeable changes. Please do not allow compensation inequities to undermine this positive transformation.

Thank you for your consideration. Should you have any questions, please call me at 723-7102.

Sincerely,



ROLLAND J. HARVEST  
Deputy Fire Chief

RJH:sn

Attachments

# Honolulu Fire Department (FY 2010 to 2011)

Position	Schedule	HFD Appointment Date	7/1/10 Monthly Base Salary	Annual Base Salary	Salary Adjustments			Annual Adjusted Base Salary
					Standard of Conduct	Fair Labor Standards Act (FLSA) Overtime	Holiday Pay	
Fire Chief	40	11/16/81	\$11,353	\$136,236				\$136,236
Deputy Fire Chief	40	03/16/82	\$10,828	\$129,936				\$129,936
Assistant Chief #1	40	07/26/76	\$11,964	\$143,568	\$4,200			\$147,768
Assistant Chief #2	40	01/24/77	\$11,964	\$143,568	\$4,200			\$147,768
Assistant Chief #3	40	02/20/79	\$11,964	\$143,568	\$4,200			\$147,768
Assistant Chief #4	40	04/16/86	\$10,168	\$122,016	\$4,200			\$126,216
Battalion Chief #1	40	03/16/82	\$9,943	\$119,316	\$4,200			\$123,516
Battalion Chief #2	40	03/16/82	\$9,940	\$119,280	\$4,200			\$123,480
Battalion Chief #3	40	02/01/83	\$9,961	\$119,532	\$4,200			\$123,732
Battalion Chief #4	40	02/01/83	\$9,974	\$119,688	\$4,200			\$123,888
Battalion Chief #5	40	04/16/86	\$9,555	\$114,660	\$4,200			\$118,860
Battalion Chief #6	40	03/23/87	\$9,564	\$114,768	\$4,200			\$118,968
Battalion Chief #7	40	09/16/87	\$8,842	\$106,104	\$4,200			\$110,304
Battalion Chief #1	56	01/16/74	\$10,009	\$120,108		\$3,535	\$9,008	\$132,651
Battalion Chief #2	56	11/18/74	\$10,373	\$124,476		\$3,664	\$9,335	\$137,475
Battalion Chief #3	56	01/16/76	\$10,322	\$123,864		\$3,646	\$9,289	\$136,799
Battalion Chief #4	56	01/24/77	\$10,301	\$123,612		\$3,638	\$9,271	\$136,521
Battalion Chief #5	56	09/20/70	\$10,375	\$124,500		\$3,664	\$9,337	\$137,501
Battalion Chief #6	56	12/01/80	\$10,301	\$123,612		\$3,638	\$9,271	\$136,521
Battalion Chief #7	56	07/01/81	\$10,022	\$120,264		\$3,540	\$9,019	\$132,823
Battalion Chief #8	56	02/01/83	\$9,940	\$119,280		\$3,511	\$8,946	\$131,736
Battalion Chief #9	56	11/01/83	\$9,974	\$119,688		\$3,523	\$8,976	\$132,187
Battalion Chief #10	56	04/16/86	\$9,589	\$115,068		\$3,387	\$8,630	\$127,084
Battalion Chief #11	56	09/02/86	\$9,589	\$115,068		\$3,387	\$8,630	\$127,084
Battalion Chief #12	56	09/02/86	\$9,654	\$115,848		\$3,410	\$8,688	\$127,946
Battalion Chief #13	56	05/22/89	\$9,184	\$110,208		\$3,244	\$8,265	\$121,717
Battalion Chief #14	56	05/22/89	\$8,842	\$106,104		\$3,123	\$7,957	\$117,184
Battalion Chief #15	56	Position Vacant						

Assistant Chief	40	03/16/82	\$11,374	\$136,488	\$4,200			\$140,688
-----------------	----	----------	----------	-----------	---------	--	--	-----------

Mobile: mobile.mauiNews.com

Sign In | Create an Account | Subscribe | Submit News | Home



**PROGRESS IS**  
When investing in our present  
promises a better future.

Local News Opinion Blogs Sports Maui Scene Ads Vac Rentals Jobs Classifieds Extras TV CU Contact Us

## Local News

/ News / Local News /

« BLNR grants wind farm lease...

County's home tax exemption...»

## Local News

- Local News
- Business
- Entertainment
- Community
- Obituaries
- Religion
- Sunday Currents
- Opinion
- Hawaii News
- National News
- International News
- Weather
- SUBMIT NEWS:  
Virtual Newsroom

Ads by Google

**FAFSA Federal Student Aid**  
Complete Your FAFSA  
Now for Federal  
Student Aid. By Phone  
or Online.  
[www.FAFSA.com](http://www.FAFSA.com)

**Sell Your Timeshare Here**

No Longer Want Your  
Maui Timeshare? We  
Will Pay Cash...  
[TimeshareLuxury.com](http://TimeshareLuxury.com)

**Counselor Salary**

Find Out the Average  
Salary of Psychology  
Professionals. Get  
Info!  
[MyEduSeek.com/Counseling](http://MyEduSeek.com/Counseling)

**Hawaii Medical Institute**

Clinical Medical  
Assistant Program Get  
Trained Get Certified  
Get Hired  
[HMI.EDU](http://HMI.EDU)

**Become a Fingerprint Tech**

Earn a Crime Scene  
Investigation Degree  
& Become a  
Fingerprint Tech.  
[www.CSI-Degrees.net](http://www.CSI-Degrees.net)

## Salary panel holds off on pay hike for mayor

Commission accepts that police chief earns more than his boss

November 13, 2010 - By ILIMA LOOMIS, Staff Writer

Save | SHARE

WAILUKU - A month after making the Maui police chief the highest paid official in Maui County, the Salary Commission held off this week on giving the mayor a raise to catch up.

The commission in October approved increasing the police chief's annual salary to \$135,000, a bump of \$22,000 or 19.5 percent over his previous pay. The deputy police chief also received an increase, to \$128,250. The raises, which are retroactive to July 1, long had been advocated for by the Maui Police Commission, which said the department had an ongoing issue with senior unionized officers making more money than the chief and deputy.

But while salary commissioners said Friday that they recognized that the raise meant the chief now earned a bigger paycheck than his own boss, they took no action to boost the mayor's salary from the current level of \$114,030 and also said they would leave department directors' pay as is for now.

"I don't feel comfortable raising salaries at this moment," said Salary Commission Chairman Jeremiah Savage.

Pay raises for county officials have been a tough sell in the current economic slump and budget crisis, which has included most county employees taking one unpaid furlough day per month.

Mayor Charmaine Tavares previously has urged the Salary Commission not to increase her own compensation or that of her department directors and deputies, and reiterated that request this month.

And while Maui County Council members were not subject to the general county employee furlough, three of nine council members agreed to take the furlough voluntarily.

Council Members Wayne Nishiki, Mike Victorino and Danny Mateo previously have signed up for the program that would reduce their pay by around 4.5 percent, equivalent to what regular county employees are losing to furloughs.

The Salary Commission is a volunteer county board that sets pay for elected and appointed officials, including the mayor, County Council members and department directors and deputies. Officials can testify in support of or opposition to pay increases, but the commission has final authority to give raises, and no approval by the council or mayor is required.

Maui Police Chief Gary Yabuta said this week that increasing the salary for himself and his deputy resolved the ongoing issue of salary "inversion," in which senior police officers, whose pay is based on union-negotiated raises, earn more than the department's top brass.

Yabuta said salary inversion made it a sacrifice for Deputy Police Chief Clayton Tom to accept the promotion to his current position, because he would have made more money if he had remained an assistant chief.

Kahului, HI

80°F

Extended Forecast  
Find Another Location

Data provided by The Weather Channel &amp;

## News, Blogs &amp; Events

I am looking for:

SEARCH

in:

☐ News, Blogs & Events ☐ Web ☐ EZToUse.com
**Police Training - 2011**

Find Police Training Programs Online or Near You - Apply Now!  
[CampusCorner.com/Police](http://CampusCorner.com/Police)

**Cop Degrees \*18-24 months**

Police are in Demand. It's a great time to go back to school.  
[2go2college.com/police](http://2go2college.com/police)

**Bistro Casanova**

Maui's Best New Restaurant 2010 Happy Hours  
4pm to 6pm  
[www.casanovamaui.com](http://www.casanovamaui.com)

**Car Renting Maui**

We Offer Clean, Reliable and Low Priced Rental Cars. Call Us Today.  
[www.MauiCarRentals.net](http://www.MauiCarRentals.net)

**Crime Scene Investigation**

Earn your Criminal Justice Degree Online and get a job as a CSI.



Ads by Google

**Maui Vacation Homes**

Luxury Rentals from \$600 / Night. View Photos, Rates & Descriptions.



Ads by Google

Chair

Charles King  
1<sup>st</sup> Vice Chair

Trinette Kau  
2<sup>nd</sup> Vice Chair



MEMBERS:  
Robert Crowell  
William Dahle  
Sheri Kunioka-Volz  
Michael Machado

KAUAI SALARY COMMISSION  
COUNTY OF KAUAI  
4444 Rice Street, Suite 150  
Lihu'e, Hawai'i 96766

TO: The Honorable Kaipo "Bill" Asing, Chairman County Council  
And Members of the Council

FROM: Charles King, 1<sup>st</sup> Vice-Chair and Members of the Kaua'i Salary Commission

DATE: November 03, 2010

RE: Resolution No. 2010-1, Relating to the Salaries of Certain Officers and Employees  
of the County of Kaua'i - Adopted by the Salary Commission on November 3, 2010.

Transmitted herewith for consideration by the County Council is Resolution No. 2010-1 that was adopted by the Salary Commission at its meeting on November 3, 2010.

Pursuant to Section 29.03 of the Kaua'i County Charter, the Salary Commission's findings shall be adopted by resolution and shall take effect without the Mayor's and Council's concurrence (60) days after its adoption unless rejected by a vote of not less than five (5) members of the Council. The Council may reject either the entire resolution or any portion of it.

If you have any questions, please contact [myoun@kauai.gov](mailto:myoun@kauai.gov) at the Office of Boards and Commissions. Thank you.

Attachment

cc: Peter Nakamura, County Clerk  
Mayor Bernard P. Carvalho Jr.  
Malcolm Fernandez, Personnel Director  
Alfred Castillo, County Attorney  
Gary Heu, Administrative Assistant  
Wally Rezentes, Jr., Finance Director

## SALARY COMMISSION

### COUNTY OF KAUAI

# Resolution

No. 2010-1

#### RESOLUTION RELATING TO THE SALARIES OF CERTAIN OFFICERS AND EMPLOYEES OF THE COUNTY OF KAUAI

WHEREAS, the Salary Commission feels that based on the recent implementation of County employee furloughs it is prudent to delay any future salary increases for the Mayor and any Mayoral and Board or Commission appointed administrative department heads and deputies until July 1, 2011; and

WHEREAS, the Commission further recognizes that the current the economic climate coupled with the uncertainty of revenues that can be anticipated from the State Transient Accommodations Tax and Real Property Tax require a high degree of administrative flexibility to effectively manage the County's operational cost; and

WHEREAS, although the Commission members feel that the proposed salary increases are reasonable and justified, they also find it necessary to proceed cautiously by providing the County with the ability through the annual operating budget to limit the funding and thereby reduce the salary for any non-elected officer or employee to an amount lower than the figure established for the position in this resolution; and

WHEREAS, pursuant to Section 29.03 of the Kauai County Charter, the Salary Commission's findings shall be adopted by resolution of the Commission and the resolution shall take effect without the Mayor's and Council's concurrence sixty (60) days after its adoption unless rejected by a vote of not less than five (5) members of the council; now, therefore,

BE IT RESOLVED BY THE SALARY COMMISSION, OF THE COUNTY OF KAUAI, STATE OF HAWAII, that the provisions related to the "Salaries of Certain Officers" of the County of Kauai, be established as follows:

SECTION 1. Pursuant to Section 29.03 of the Charter of the County of Kauai, the Salary Commission hereby resolves to propose the changes described in this resolution to the Kauai County Council as follows:

#### **Article 1     Salaries of Certain Administrative Officers and Employees.**

(a) Purpose. The purpose of this Article is to establish the salaries of certain [county] administrative officers and employees in accordance with the principles of adequate

compensation for work performed, and preservation of a sensible relationship with the salaries of other county employees.

(b) Effective as of the dates stated below and subject to the performance review requirements of subsection (d), the annual salaries, payable semi-monthly, of certain [county] administrative officers and employees shall be as follows:

Position	Effective Dates			
	7/1/07	1/1/08	12/1/08	<del>12/01/10</del> (12 o'clock meridian) 07/01/11
Mayor	\$100,100	\$107,000	\$114,490	\$122,504
Administrative Assistant	\$ 96,250	\$102,988	\$110,197	\$117,911
County Engineer	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy County Engineer	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Director of Finance	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Director of Finance	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
County Attorney	\$ 93,750	\$100,313	\$107,335	\$114,848
First Deputy County Attorney	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Deputy County Attorney	Up to \$82,500	Up to \$88,275	Up to \$94,454	Up to \$101,066
Chief of Police	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Chief of Police	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Planning Director	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Planning Director	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Director of Personnel	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Manager and Chief Engineer, Department of Water	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Manager-Engineer, Department of Water	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Fire Chief	\$ 93,750	\$100,313	\$107,335	\$114,848
Deputy Fire Chief	\$86,250	\$ 92,288	\$98,748	\$105,660
Director of Economic Development	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Director of Liquor Control	\$ 90,000	\$ 96,300	\$103,041	\$110,254
Director of Parks	\$ 93,750	\$100,313	\$107,335	\$114,848

Deputy Director of Parks	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Director of Housing	\$ 90,000	\$ 96,300	\$103,041	\$110,254

(c) ~~[New officer]~~ Administrative officer and employee of salaries shall not exceed the maximum salary provided for in ~~[subsection (b)]~~ this Article at the time of employment. However, the respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the figure established for the position.

(d) Requirements for salary increase. The salary increase for any non-elected officer or employee occupying and continuing in a position listed in ~~[subsection (b)]~~ this resolution is contingent on the Director of Personnel's receipt of the following:

- (1) A memo from the officer's or employee's appointing authority at least thirty (30) days prior to the increase certifying that appointee's performance has been evaluated pursuant to procedures established by the Director of Personnel; and
- (2) A copy of the officer's or employee's completed performance evaluation evidencing that the appointee has met or exceeded job requirements (for example, has achieved a rating of three points or higher in a five point scale) for the appraisal period.
- (3) Based on the evaluation results, the appointing authority's recommendation on whether a proposed increase should be granted. The appointing authority may recommend an increase for an officer or employee occupying a position at a figure below the proposed salary increase provided for in ~~subsection (b)~~ this resolution.

Provided however, the county attorney's performance shall be conducted through an equally weighted evaluation that shall be jointly administered by the mayor and the council chairperson in accordance with paragraphs (1), (2) and (3) above.

The Director of Personnel shall provide the Salary Commission with a list of the names and positions of all non-elected officers and employees covered under this ~~[subsection]~~ resolution, indicate whether or not they have satisfactorily met the performance evaluation criteria, and include the recommended salary increase, if any.

(e) Performance evaluations. The Director of Personnel shall prepare, for approval by the Mayor, written performance evaluation procedures and methodologies and coordinate the performance evaluations process for all non-elected officers or employees listed in ~~[subsection (b)]~~ this resolution.

The Director of Personnel shall provide a copy of the performance evaluation procedures and methodologies, including any revisions thereto, to the Salary Commission.

(f) Officers or employees listed in ~~[subsection (b)]~~ this resolution may receive a portion of their salary through the County's payment of health fund premium benefits over and above the amount the County normally contributes toward those officers' benefits. Amounts paid by the

County which are over and above the County's normal health fund premium contributions shall be deducted from the affected officer's or employee's salary.

**Article 2      Salaries of the Prosecuting Attorney and Deputies.**

(a) Effective as of the dates stated below and subject to the provisions and performance review requirements provided for in Article 1, subsection (d), (e) and (f) above, the annual salaries, payable semi-monthly, of the Prosecuting attorney and deputy prosecuting attorneys shall be as follows:

Position	7/1/07	1/1/08	12/1/08	12/01/09 (12 o'clock meridian)
Prosecuting Attorney	\$ 93,750	\$100,313	\$107,335	\$114,848
First Deputy Prosecuting Attorney	\$ 86,250	\$ 92,288	\$ 98,748	\$105,660
Deputy Prosecuting Attorney	Up to \$82,500	Up to \$88,275	Up to \$94,454	Up to \$101,066

(b) The salaries of the Prosecuting Attorney and any deputy prosecuting attorney shall not exceed the maximum salary provided for in this Article at the time of employment. However, the Prosecuting Attorney may set the salary of any new or existing deputy at a figure lower than the figure established for the position.

**Article 3      Salaries of the County Council and Council Appointees.**

(a) Effective at twelve o'clock meridian on December 1, 2008, the annual salaries, payable semi-monthly, of the Kaua'i County Council shall be as follows:

Position	
Council Chair	\$59,699
Councilmember	\$53,066

(b) Effective on December 1, 2009, the annual salaries, payable semi-monthly, of the Kaua'i County Council shall be as follows:

Position	
Council Chair	\$63,879
Councilmember	\$56,781

(c) Effective as of the dates stated below and subject to the provisions and performance review requirements provided for in Article 1, subsection (d), (e) and (f) above, the annual salaries, payable semi-monthly, of the County Clerk, Deputy County Clerk and County Auditor shall be as follows:

Position	7/1/07	1/1/08	12/1/08	12/01/09 (12 o'clock meridian)
County Clerk	\$ 93,750	\$100,313	\$107,335	\$114,848

Deputy County Clerk	\$ 86,250	\$ 92,288	\$98,748	\$105,660
County Auditor			\$107,335	\$114,848

(d) Salaries of the Council Chair, Councilmembers, and employees shall not exceed the maximum salary provided for in this Article at the time of employment. However, the respective appointing authority may set the salary of any new or existing non-elected appointee at a figure lower than the figure established for the position.

SECTION 2. The Mayor with approval of the County Council is hereby authorized through the County's annual operating budget to limit the funding and thereby reduce the salary for any non-elected officer or employee to an amount lower than the figure established for the position in this resolution.

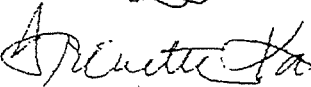
SECTION 3. Material to be deleted is bracketed. New material to be added is underscored. In future reprints of this resolution, the bracketed material and underscoring may be deleted.

BE IT FURTHER RESOLVED, if any portion or portions of this resolution are deemed invalid or rejected by a vote of five (5) or more councilmembers, the other provisions of this resolution shall not be affected thereby. If the application of this resolution or any of its provisions to any person or circumstances is held invalid, the application of this resolution and its provisions to other persons or circumstances shall not be affected thereby.

BE IT FINALLY RESOLVED, the County Clerk shall transmit to the Salary Commission, Mayor, Finance Director and Personnel Director a final approved copy of the resolution and note any amendments thereto within thirty (30) day after the effective date of this resolution.

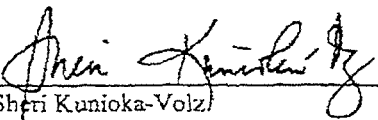
*Adopted by the Salary Commission of the County of Kaua'i at its meeting on November 3, 2010:*

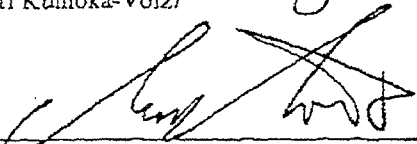
  
Charles King, 1<sup>st</sup> Vice Chair

  
Trinette Kauai, 2<sup>nd</sup> Vice Chair

  
Robert Crowell

  
William Dahle

  
Sheri Kunioka-Volz

  
Michael Machado